



Department of Justice
Canada

Ministère de la Justice
Canada

CCM#: 2016-008639

Protected B

For Approval

Action by/Deadline: 2016/06/01

MEMORANDUM TO THE DEPUTY MINISTER

Response to Status of Women Canada's Implementation Survey on Gender-based Analysis Plus (GBA+) (FOR APPROVAL)

SUMMARY

- On April 15, 2016, you received a letter from Meena Ballantyne, Head, Status of Women Canada (SWC) (Annex A), requesting the Department of Justice complete a survey on the implementation of Gender-based Analysis Plus (GBA+), by June 1, 2016.
- The twenty-question survey is intended to help SWC review progress regarding the application of GBA+, identify and address barriers to its implementation across government, and to demonstrate the impact that it has on policy and program work. Justice's response to the survey, which has been completed in consultation with key officials, is enclosed for your approval (Annex B).
- The letter also refers to the GBA+ Strategic Plan for 2016-2020 (Annex C), developed by SWC, in collaboration with the Privy Council Office (PCO) and Treasury Board Secretariat (TBS). The Plan responds to the Fall 2015 Report of the Auditor General of Canada: "Implementing Gender-based Analysis".
- The survey response reflects that Justice does not currently have a Champion for GBA+, however, it is noted that Donald Piragoff has carried out that role on an unofficial basis.
- **DO YOU APPROVE?**

BACKGROUND

For a fourth consecutive year, SWC is asking federal departments to highlight work on advancing and sustaining the practice of GBA+. SWC is responsible for helping departments integrate GBA+ into their work and to report to Parliament on government-wide progress, as needed. Given the priorities of the current Government, SWC has been working very closely with PCO and TBS to enhance GBA+ efforts across federal departments/agencies.

This year, unlike the typical annual reports, SWC has opted to use a survey format, which is intended to: (1) capture information on the capacity of departments' organizational structure to implement and apply GBA+; (2) identify barriers and challenges to implementing GBA+; (3) identify concrete examples of the impact that

Protected B

GBA+ has had on the development and delivery of initiatives; and, (4) highlight priorities from Ministers' mandate letters in which the application of GBA+ is expected.

KEY CONSIDERATIONS

With greater emphasis on evidenced-based policy making and the Government's renewed commitment to the integration of GBA+ in policy/program development, SWC is undertaking a more thorough analysis of the use of GBA+ across departments and agencies. SWC is working closely with PCO and TBS to take stock of current GBA+ practices and enhance efforts where possible.

Completed surveys will help SWC review progress regarding the application of GBA+ and address barriers experienced by departments/agencies. Although Justice experiences many of the same challenges as others (e.g., absence of a mandatory requirement to conduct GBA+; tight deadlines for developing MCs), the proposed response to SWC's GBA+ Implementation Survey highlights several successes in which GBA+ has been factored into departmental work, e.g.:

- Applying gender considerations as a cross-cutting theme for international technical legal assistance and justice sector reform activities;
- Adding a new requirement to the program funding application form to encourage applicants to consider the potential gender and diversity impacts of services being offered to Canadians; and,
- Recent amendments to the *Canadian Human Rights Act* to include gender identity and gender expression as prohibited grounds of discrimination.

Moving forward, Justice's GBA+ Unit, Priorities and Planning Division, will continue to build on the Department's practices to date and will work to strengthen its capacity to implement GBA+, using SWC's 2016-2020 Action Plan as guidance. Some examples may include the renewal of Justice's 1997 Policy on Gender Equality and new tools to facilitate GBA+ integration for departmental legal services unit's and litigators.

RESOURCE IMPLICATIONS

N/A

COMMUNICATION IMPLICATIONS

N/A

RECOMMENDATION

It is recommended that you approve the proposed 2014-15 Justice GBA+ Implementation Survey by June 1st, and that you indicate your concurrence by signing the approval block in the summary box.

CCM#: 2016-008639

Protected B

NEXT STEPS

Should you approve the proposed Implementation Survey, the GBA Unit will ensure that it is submitted to SWC, and will distribute and promote the report both within Justice and across government via Justice's GBA+ GCpedia page.

Attachment(s)

Annex A. Letter requesting GBA+ Implementation Survey from SWC
Annex B. Justice's proposed responses to the Implementation Survey on GBA+
Annex C. SWC Action Plan 2016-2020

Prepared by:

Alexandre Lefebvre, Analyst, Priorities and Planning Division, 613-957-4950 *AL*

Christopher Scipio, Analyst, Priorities and Planning Division, 613-301-1985 *CS*

Date: May 26, 2016

Reviewed by:

Karen Bron, Director, Priorities and Planning Division, 613-948-3494 *KB*

Date: May 26, 2016

SL Stan Lipinski, Director General, Policy Integration and Coordination Section,
613-941-2267

Date: May 27, 2016

Approved by:

Donald K. Piragoff, Senior Assistant Deputy Minister, Policy Sector, 613-957-4730

Date: *30/05/16*

CCM#: 2016-011726



Status of Women Condition féminine
Canada Canada

APR 15 2016

Mr. William F. Pentney
Deputy Minister of Justice and Deputy Attorney General
Justice Canada
284 Wellington Street
Ottawa, Ontario K1A 0H8

Dear Mr. ~~Pentney~~ ^{Bill},

I am writing to enlist your support in implementing the Government's commitment to gender-based analysis+ (GBA+).

As you may be aware, my Minister has been mandated by the Prime Minister to ensure that government policy, legislation, and regulations are sensitive to the different impacts that decisions can have on women and men. In addition, in his report tabled on February 2, 2016, the Auditor General (AG) recommended that the government identify and address barriers preventing the systematic and rigorous conduct of GBA+, and monitor and report on its effectiveness.



s.69(1)(g) re (d)

Building on this momentum, and in order to respond to the AG report, SWC is currently working with the Privy Council Office (PCO) and the Treasury Board Secretariat (TBS) to develop a GBA+ Strategic Plan for 2016-2020. It will include actions to continue GBA+ capacity building across government through training, tools and networks. It will also respond, in particular, to the key gaps identified by the AG in the area of monitoring and reporting on GBA+.

It is in this context that I am seeking your department's collaboration in implementing a more robust annual reporting process for GBA+. The attached *GBA+ Implementation Survey*, designed in consultation with PCO, TBS and members of the GBA+ Interdepartmental Committee, is intended to collect information on:

.../2

Canada

- 2 -

- 1) the barriers to GBA+ implementation;
- 2) the capacity of your organization to implement and conduct GBA+;
- 3) concrete examples of the impact GBA+ has had on the development and delivery of government initiatives; and
- 4) your Minister's mandate letter priorities where you plan to use GBA+.

The information captured through these reports will enable us to identify/address barriers, monitor progress and showcase specific efforts that demonstrate the impact of GBA+, allowing us to share best practices across departments. We will also be giving consideration to a periodic report on GBA+ implementation across government, which could be made public.

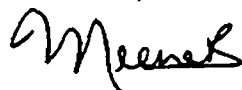
In the longer term, it will be important that we work collectively to identify the appropriate indicators to allow us to demonstrate to Canadians that we are making real progress in advancing gender equality. In this context, I encourage you to highlight priorities from your Minister's mandate letter where GBA+ could be applied and monitored.

Lastly, in promoting greater awareness of GBA+, I would encourage your organization to develop activities as part of this year's "GBA+ Awareness Week," being held May 16-20, 2016. My officials have, through the Interdepartmental Committee on GBA+, provided a range of resources to support departments and agencies in developing communications strategies and awareness events.

We look forward to receiving your survey response by **June 1st, 2016**. Should you have further questions, please contact SWC's GBA+ Manager, Vaughn Charlton, at 819-420-6886 or Vaughn.Charlton@cfc-swc.gc.ca.

Thank you for your ongoing commitment to GBA+ and to gender equality.

Sincerely,



Meena Ballantyne
Head
Status of Women Canada

c.c.: François Daigle, Assistant Secretary to Cabinet, Social Development Policy, Privy Council Office
Les Linklater, Deputy Secretary to Cabinet, Privy Council Office
Renée Lafontaine, Assistant Secretary, Corporate Services Sector and Chief Financial Officer,
Treasury Board Secretariat
Donald K. Piragoff, Senior Assistant Deputy Minister, Policy Sector, Justice Canada

Pages 6 to / à 7
are withheld pursuant to section
sont retenues en vertu de l'article

69(1)(d)

of the Access to Information Act
de la Loi sur l'accès à l'information



GENDER-BASED ANALYSIS PLUS

GBA+ Implementation Survey

NOTE:

Survey completed
as per SWC
template.
(unable to
re-format)

PROVIDE YOUR OFFICE WITH AN ELECTRONIC VERSION
SURVEY FOR COMPLETION.

Access to gender equality includes ensuring that government is sensitive to the different impacts that decisions can have on gender. Gender Analysis Plus (GBA+) is central to advancing this goal. It is used to assess the potential impacts of government initiatives on gender and other identity factors.

Access to disaggregated data - a commitment to GBA+ means ensuring the development of competencies among employees, and ensuring that data is collected, challenged and analyzed at all stages of the development of policy, through rigorous analysis of the social, economic, and environmental factors that influence how diverse women and men are affected by an initiative.

Cultural competency is an ongoing issue.

In addition, it is important to monitor and report on the impact GBA+ has on the development of public policy in Canada. The Auditor General's February report recommended that the Government identify and address barriers to the implementation of GBA+ and increase monitoring and reporting on the effectiveness of its implementation in order to demonstrate progress.

This annual survey is intended to: 1) capture information on the capacity of your organization to implement and apply GBA+, 2) identify barriers and challenges for departments in implementing GBA+, 3) identify concrete examples of the impact GBA+ has had on the development and delivery of government initiatives, and 4) highlight priorities from your Minister's mandate letter where you plan to use GBA+.

In completing the survey, please include as many details as possible about the incorporation of GBA+ considerations in all stages of the decision-making process, from the conception and research of an initiative, to policy, program and regulatory development, to implementation, service delivery and operations, and evaluation.

We will compile the information received in these reports and work collectively with the central agencies and the GBA+ interdepartmental committee in assessing the most effective and useful means of sharing the results.

For more information on GBA+: <http://swc-cfc.gc.ca/gba-acsi/index-en.html>.



Status of Women Condition féminine
Canada Canada



GENDER-BASED ANALYSIS PLUS

GBA+ Implementation Survey

**STATUS OF WOMEN CANADA WILL PROVIDE YOUR OFFICE WITH AN ELECTRONIC VERSION
OF THIS SURVEY FOR COMPLETION.**

The Government of Canada's commitment to gender equality includes ensuring that government policies, legislation and regulations are sensitive to the different impacts that decisions can have on women and men. The use of Gender-based Analysis Plus (GBA+) is central to advancing this objective, as an analytical process used to assess the potential impacts of government initiatives on diverse groups, taking into account gender and other identity factors.

GBA+ is about more than the collection of disaggregated data - a commitment to GBA+ means developing sustainable capacity, building competencies among employees, and ensuring that assumptions about gender neutrality are challenged and analyzed at all stages of the development of initiatives. GBA+ is about good policymaking, through rigorous analysis of the social, economic, and cultural conditions and norms that may influence how diverse women and men are affected by an issue.

In addition, it is important to monitor and report on the impact GBA+ has on the development of public policy in Canada. The Auditor General's February report recommended that the Government identify and address barriers to the implementation of GBA+ and increase monitoring and reporting on the effectiveness of its implementation in order to demonstrate progress.

This annual survey is intended to: 1) capture information on the capacity of your organization to implement and apply GBA+, 2) identify barriers and challenges for departments in implementing GBA+, 3) identify concrete examples of the impact GBA+ has had on the development and delivery of government initiatives, and 4) highlight priorities from your Minister's mandate letter where you plan to use GBA+.

In completing the survey, please include as many details as possible about the incorporation of GBA+ considerations in all stages of the decision-making process, from the conception and research of an initiative, to policy, program and regulatory development, to implementation, service delivery and operations, and evaluation.

We will compile the information received in these reports and work collectively with the central agencies and the GBA+ interdepartmental committee in assessing the most effective and useful means of sharing the results.

For more information on GBA+: <http://swc-cfc.gc.ca/gba-acs/index-en.html>.



Status of Women
Canada

Condition féminine
Canada

Department / Agency:
Department of Justice

Reporting Timeframe: October
2014 to April 2016
(Include activities since your last report.
If you have not previously submitted a
report, you can choose the appropriate
12 month time period for your
organization.)

SECTION A: Barriers to Implementation

In order to improve the routine application of GBA+ in Government decision-making processes, it is important to understand, review and address what barriers departments have encountered in applying GBA+. Collecting this information will help SWC, PCO and TBS to design concrete actions to address these barriers in the future.

1. Please describe any barriers your organization has encountered in implementing GBA+ as a routine practice in the development of initiatives:

Justice Canada's GBA Unit has undertaken several initiatives through the past few years to raise awareness and to further the implementation of GBA+. Despite our best efforts, Justice Canada experienced similar challenges to those identified by the Auditor General of Canada reports on GBA (2009, 2015): The absence of mandatory government requirements; tight deadlines for developing policy initiative (e.g., MCs); and, the [lack] of analytical tools and data.

Justice Canada formalized the completion of its Common Policy Considerations (CPC) Checklist in 2011 with its Cabinet Affairs Unit. While all MCs submitted to the Unit are to be accompanied by a CPC, the results remain uneven due to time constraints when completing an MC and inconsistency across management practices in applying the CPC/GBA lens across the department.

The lack of sex-disaggregated data with respect to divorce, custody, child support and other areas of family justice remains an issue. Officials in Justice's Family, Children and Youth Section have noted that the use of GBA+ would be enhanced if there was better research and statistical data.

The International Legal Programs Section expressed challenges when working with partner governments that do not have the same gender norms and/or expectations as the Government of Canada. As such, there may be instances where a country project does not place a priority on GBA, or might see GBA as secondary to more urgent concerns. Additionally, some countries may lack sufficient capacity (financial and otherwise) to devote specific resources to gender mainstreaming either.

SECTION B: Institutional Capacity and Governance

Ensuring the sustainability of GBA+ requires an overarching framework inclusive of a set of key elements. These include a corporate commitment, dedicated human resources and senior management leadership.

2. Does your organization have a formal GBA+ policy or statement of intent? ☒ Yes ☐ No

Date established: 1997

Please attach or provide a link: Justice was one of the first departments to develop and approve a formal gender policy. However, we recognize that the policy, which was developed nearly 20 years

ago, needs to be revitalized to include terminology that has since changed (e.g., notion of GBA plus). The GBA Unit is currently exploring options to update the policy in 2016-17.

(<http://www.gcpeia.gc.ca/gcwiki/images/a/ab/Policy.pdf>)

3. A GBA+ Responsibility Centre leads, supports, and monitors GBA+ implementation, and serves as a point of liaison with the broader Government of Canada GBA+ network. Does your organization have a GBA+ Responsibility Centre?

☒ Yes ☐ No

Date established: 2009. The GBA Unit was officially launched in November 2009. Some of its responsibilities include: (1) Supporting the Department's senior official responsible for GBA+; (2) Increasing GBA+ capacity by raising awareness and offering tools, information sessions and resources to help Justice officials better understand GBA+ and how to integrate it into their work; and, (3) Providing advice and guidance on incorporating GBA+ into specific initiatives undertaken by Justice colleagues.

Please indicate in which part of the organization it is located: Priorities and Planning Division, Policy Integration and Coordination, Policy Sector

4. How many employees are dedicated to working on GBA+ in your department or agency? This includes anyone who plays a role in the implementation of the GBA+, whether formally or informally, including a Gender Focal Point and any other employees.

Please estimate the *total* FTEs dedicated to working on GBA+: The GBA Unit has an equivalent of 2 FTEs salary dollars (EC-04 and EC-06) for its functions. However, the responsibilities associated with the Unit are shared among three analysts primarily in the Priorities and Planning Division who manage GBA-related work alongside other files. Other resources are applied to the file as needed.

5. GBA+ is most effectively implemented when there are GBA+ experts in sectors across the organization. Does your department have an intra-departmental network or working group dedicated to GBA+?

☐ Yes ☒ No

Please provide details on networks or groups dedicated to GBA+ implementation: As of 2014, Justice no longer has a dedicated working group or network on the implementation of GBA+. However, as noted in the 2014 Annual Report, discussion and consultation on GBA-related initiatives is carried-out via Justice's Policy Committee (PC) and Policy Committee Working Group (PCWG). Both PC and PCWG are senior-level forums responsible for discussing key policy-related files and horizontal policy issues and efforts. Through these forums, it is expected that officials will be better able to identify and explore linkages between GBA and departmental and government-wide policy issues and initiatives, as well as emerging legal issues affecting policy/program development. Discussions at these forums have and will continue to help demonstrate awareness-raising on GBA as well as accountability for and support from senior managers for GBA – in keeping with SWC's GBA+ Framework.

The GBA Unit provides periodic updates on GBA-related initiatives to PCWG and PC, as needed.

Whether we plan to re-establish a GBA+ working group or network is TBC.

If not, does your organization plan on establishing a GBA+ working group or network?

6. Does your organization have a GBA+ Champion, or other senior management representative to lead GBA+? ☐ Yes ☒ No

Name and title:

Date established: With the retirement of The department's GBA+ Champion a replacement is yet to be nominated. In the interim, Donald Piragoff, in his capacity of Senior ADM of Policy Sector and Co-chair of Policy Committee, plays the unofficial role of GBA+ Champion.

7. Please describe the strategies and activities your GBA+ Champion or other senior management representative has utilized to address barriers and effectively advance GBA+ in your organization:

Many strategies and activities have been utilized by Justice's senior management to advance GBA+ in the organization. Among other things, the GBA Unit delivered a presentation in 2013 to the Policy Committee on Departmental responsibilities and new proposed priorities for 2013-14. In 2015, a presentation was organized for Justice's Executive Committee, in collaboration with Status of Women Canada. Meena Ballantyne, Head of SWC, presented to EC members on management's roles and responsibilities with respect to promoting and supporting the implementation of GBA.

In addition, the Policy Sector's Senior ADM, and other senior management representatives, are active in promoting GBA+ through ongoing communications e.g.: The application of the Department's CPC to our policy and program work; regular reminders of training sessions offered (incl. SWC's online course); participation in GBA+ related activities.

Training, tools and resources

Implementing GBA+ requires that staff develop GBA+ competencies on an ongoing basis, tailored to their sector of work.

8. Is GBA+ training mandatory for employees, or certain groups of employees? ☐ Yes ☒ No

Which employees: N/A

Describe the training: Training is not currently mandatory for Justice employees. However, targeted presentations on GBA+ are offered by the GBA Unit and regular reminders to undertake SWC's GBA+ online course are sent to employees via the Departmental Intranet site. The GBA Unit has also developed a GCPedia page that provides a wide array of tools and resources to assist staff develop and maintain GBA+ competencies on an ongoing basis

9. Has your organization dedicated resources to the development, delivery or promotion of GBA+ training for employees? ☒ Yes ☐ No

Briefly describe the training, including dates, partners, number of participants and any evaluation results: As outlined above in question #7, a presentation was organized on April 22, 2015, in collaboration with Status of Women Canada, in which Ms. Ballantyne, Head of SWC, presented to senior officials (e.g., ADMs/ADAGs) of Justice's Executive Committee (EC) on management's roles and responsibilities with respect to promoting and supporting the implementation of GBA. The presentation resulted in senior officials having an enhanced understanding of GBA+ and the requirements of the GBA+ Framework.

In addition, for the past two years, GBA Unit officials provide "flash training" to employees during GBA+ Awareness Week. In May 2015, over 60 employees benefited from this training and awareness of SWC's GBA+ online course. The number of 'hits' on the GBA Unit's GCPedia page increased since then.

The GBA Unit also offers targeted presentations to Justice officials. During these presentations, the GBA Unit provides specific examples of policy areas with important gender considerations and outlines processes for identifying potential differential impacts that programs and policies may have on diverse groups of men and women. No targeted presentations have been offered for this reporting period, but the GBA Unit continues to promote this service across the Department and expects groups to request targeted presentations over the next year.

10. Does your organization include GBA+ training as part of your other functional training processes (e.g. policy development, grants and contributions, regulations)? ☐ Yes ☒ No

Please describe: Justice does not specifically have GBA+ training as part of other functional training processes, however, it is considered indirectly in various training initiatives. For example, Justice lawyers in the Human Rights Law Section undertake training on domestic and international human rights law, including courses on Section 15 of the Charter and on the Canadian Human Rights Act. These training sessions are provided to lawyers throughout the Department as well as to officials in other federal departments.

Justice officials responsible for managing the various transfer payment programs are trained to apply a GBA+ lens when discussing work plans and activities with funding recipients. This helps to ensure that the diverse needs of women and men (girls and boys) are considered in programs and services that receive funding support from DOJ.

Lastly, periodical information sessions are offered on the Common Policy Considerations (CPC) Checklist, which is a key tool used across DOJ to help officials consider and integrate a range of considerations (including gender) that are important to policy and program work.

11. Does your organization have any tools and resources to assist employees in applying GBA+ to their work (e.g. checklists, guides, templates)? ☒ Yes ☐ No

If so, please attach and provide information on how these tools are made available to employees: Numerous tools are available to Justice employees to facilitate the application of GBA+ to their work. For example, the CPC (as outlined above) is designed to help officials fulfil the requirements of a range of Acts, Directives and other high-level instructions stemming from Government or central agencies, and is intended to facilitate the consideration of common factors, including but not limited to gender, privacy impacts, official languages, etc., all of which are broadly applicable to program and policy development in the federal government. In 2011, the use of the CPC was formalized with DOJ's Cabinet Affairs Unit and all Memoranda to Cabinet are to be accompanied by a completed CPC and kept on file. The Checklist has been shared with several departments that have expressed interest in adopting a similar tool, including with the Privy Council Office.

In addition a wide range of other Departmental tools are available and include: a pamphlet with general information on GBA; a Step-by-Step Process document, which provides a visual depiction/guide of various steps in the process; and, a "flash training" module, which provides 5 things officials need to know about GBA. These tools can be found on a GCpedia page created specifically for the Department's GBA unit, which was created in 2013.

(http://www.gcpedia.gc.ca/wiki/Department_of_Justice_-_Gender_Based_Analysis)

12. Has your organization incorporated GBA+ into existing departmental processes or functions (e.g. internal budget process, criteria for research or program funding, regulatory process, evaluation)?

☒ Yes ☐ No

Please describe how GBA+ has been incorporated, using specific (non-secret) examples where possible: Justice strives to incorporate GBA+ into all departmental processes or functions (where applicable). The following examples highlight how GBA+ is incorporated:

Justice's international technical legal assistance activities are done in collaboration with the foreign development arm of Global Affairs Canada (GAC), and GBA+ is a cross-cutting theme in their programming activities. As such, all project designs take into account GBA+ considerations (e.g., ensuring that budgets have appropriate allocations for GBA+ related activities, applying diversity considerations, etc.). Recent project proposals include provisions for youth engagement, in line with the right of the child to be engaged in the development of programs and policies that affect them.

In a technical assistance project in the West Bank, a Canadian gender consultant was engaged to guide project activities, and a local gender specialist was embedded in the Office of the Attorney General (OAG). The OAG has now created two specialized units dealing with gender: a specialized prosecution unit focusing on

"protecting family from violence" which takes on overall responsibility to investigate and litigate violence against women and children throughout the prosecution process; and, a Gender Unit that is responsible for enhancing the integration of gender at the Public Prosecution as an institution (e.g., integration of gender in planning processes, infrastructure of the district offices, recruitment policies and procedures; human resources, data collection, and developing gender-sensitive budgets.

In 2015, our Programs Branch updated the on-line grants and contributions application form to include instructions that encourage applicants to consider gender issues:

"Think about your target group(s). Start with gender, and then consider other identity factors such as age, ability, culture, race, religion, sexual orientation, socio-economic status, etc. Will your project affect different groups of women and men in different ways? When considering this question, also examine your assumptions around gender and diversity to further understand potential impacts (e.g., assuming all single parents are woman). Does your project improve the situation for all or does it create barriers for some groups? If applicable, how have you adapted your project to address potential barriers?"

While this question is not used to screen projects for eligibility or used to make funding decisions, it can help identify strengths or weaknesses of proposals and could lead program staff to explore the response with funding applicants.

A Gender-Based Analysis was conducted during the Aboriginal Justice Strategy's (AJS) renewal process and concluded that the proposed approach being recommended for program renewal would not negatively impact Canadians on the basis of gender. The Strategy acknowledges the gendered nature of topics it addresses (e.g., Aboriginal over-representation and victimization) and that both male and female Aboriginal peoples benefit equally from AJS community-based justice programs.

The Aboriginal Courtwork Program (ACW) collects gender data on both adult and youth clients as accused persons, victims, witnesses and family members. In addition a national gender based analysis study was completed in 2012 as part of national evaluation activities which resulted in a better understanding of the needs and priorities of male and female clients related to accessing services. It is anticipated that this gender-based analysis will be included in the upcoming evaluation in 2018.

Under the Youth Justice Services Funding Program (YJSFP) and Intensive Rehabilitative Custody and Supervision (IRCS), provinces and territories are expected to have in place programs that address GBA+ concerns. Rehabilitative services include among others: specialized services or programs that include that address gender, ethnic and cultural differences and respond to the needs of Aboriginal young persons and of young persons with special requirements. Furthermore, the impact of gender in treatment approaches is included in annual Calls for Proposals for projects concerning violent youth offenders with mental health issues. During the reporting period, five projects were approved which included a focus on gender-specific programming and services.

Through the Youth Justice Fund (YJF) application process, gender information relating to the project is requested. Applicants are asked to explain: how their project demonstrates sensitivity to diversity and gender equality issues; will the project affect different groups of women and men in different ways; have assumptions around gender and diversity to further understand potential impacts been considered (e.g., assuming all single parents are women); and, does the project create potential barriers for some groups. Policy initiatives led by our Criminal Law Policy Section includes an integrated consideration of direct and indirect impacts of diversity factors, including gender. Each initiative is examined with respect to a range of considerations, guided by common tools and procedures. This comprehensive analysis provides the basis for the development of responses; considerations include Canada's constitutional and legal framework; consistency with the Canadian Charter of Rights and Freedoms and other domestic and international human rights instruments; federal/provincial/territorial and other stakeholder perspectives; and also diversity and gender considerations. Where the initiative is a Memorandum to Cabinet pertaining to legislation, gender (and diversity) considerations are already included as part of the package and the subsequent legislative drafting takes gender consideration into account with respect to the text of the legislation.

13. Has your organization developed a mechanism to track the progress of GBA+ implementation in your organization? ☐ Yes ☒ No

Please describe or attach: No formal mechanism is in place to track the progress of GBA+ implementation across all business lines, however, in 2011 Justice formalized a process in which all Memoranda to Cabinet have to be accompanied by a completed CPC Checklist. DOJ is currently looking to improve consistency of this mechanism and is hopeful that guidance from PCO, as outlined in the Action Plan 2016-2020, will help ensure a more rigorous and robust process. The GBA Unit also maintains a database of consultations and advice provided to DOJ officials during the MC drafting process.

(http://www.gclopedia.gc.ca/gcwiki/images/9/9a/ENG-CPC_Checklist_%28Sept_2014%29.docx)

Data and research

GBA+ is most effective when informed by disaggregated data and relevant research.

14. Does your organization collect sex- and/or gender-disaggregated data, to inform or manage policies and programs? ☒ Yes ☐ No

If yes, please describe which policies/programs. Sex and/or gender-disaggregated data is collected wherever possible. Any research project that is undertaken by the Research and Statistics Division will include these demographics. In some instances, it is not possible because that information is unknown or unavailable (e.g., not in the court file), or it is not possible to report the gender breakdown because the number of respondents/participants is too small. However, most data comes from the Canadian Centre for Justice Statistics and can be disaggregated by gender.

The Legal Aid Program, the Aboriginal Courtwork Program and the Access to Justice Services Agreements collect gender data on adult and youth receiving services through these programs.

- The Legal Aid Program is currently examining whether this information could be collected through the national Legal Aid Survey conducted annually by the Canadian Centre for Justice Statistics (CCJS).

- Under the Intensive Rehabilitative Custody and Supervision (IRCS) Program, provinces and territories must report gender data. For macro level analyses, IRCS also relies on CCJS youth correction data, which provides a gender break down.

- Under the Youth Justice Fund (YJF), gender information is collected from youth participants. The Drug Treatment Courts Funding Program collects client gender information.

How is this data made accessible to employees: Original data is available only to employees of the Research and Statistics Division and not to other employees of the Department. This is because of research agreements that limit those who have access to raw data to those researchers actually working directly on the project.

Data from Statistics Canada is available through their website to all members of the public. Where special requests are required, the data are requested through the liaison person in RSD and data are then shared back with the employee.

Please highlight your most utilized data sources: Uniform Crime Reporting Survey (UCR); Integrated Criminal Court Survey (ICCS); and, General Social Survey (GSS) on Victimization.

How is this data used? Please provide a brief description: Data from the GSS on Victimization are used to inform policy and programming decisions on victims of crime and family violence. Data from the Uniform Crime Reporting Survey are used to capture the incidents that come to the attention of the police – accused

characteristics and victim characteristics. These data sets are essential to understand how often a certain crime is being committed/reported or along with the GSS, the discrepancies between reporting and commission as is the case for sexual assault where less than 10% of sexual assaults are reported to police in Canada.

Police-reported crime data are released each year and reflect quantity as well as severity of crime. The self-reported data from the GSS are only collected every 5 years, yet represent a valuable source of information on the victimization experiences of Canadians.

Court data do not include any information on the victims of the cases. Justice Canada has worked closely with CCJS to help them better understand victim-related data needs and gaps and how to better address those gaps since the advent of the Victims Bill of Rights.

These various data sources are used for briefing notes, letters, speeches, Question Period notes and talking points, Memoranda to Cabinet, research studies, Treasury Board submissions, to inform policy and programming decisions, etc.

If no, what is preventing your organization from collecting sex-and/or gender-disaggregated data?

15. Has your organization produced or commissioned any public or internal reports that include gender and diversity perspectives? ☒ Yes ☐ No

Please list and provide a brief summary or link: Public reports incl.:

Victims of Crime Research Digest, No. 8 : (<http://www.justice.gc.ca/eng/rp-pr/cj-jp/victim/rd8-rr8/rd8.pdf>)

Victims of Crime Research Digest, No. 9 (forthcoming May 30th)

(Justice contributes financially (\$50K) to Women in Canada: A Gender-Based Statistical Report, which is one of Statistics Canada's most accessed publications, and supported the development of a chapter on Women in the Criminal Justice System for the 7th edition of the report).

SECTION C: Application and Impact of GBA+

Monitoring the implementation of the government's GBA+ commitment requires that departments and agencies document the ways in which GBA+ informed the development of options and/or informed the advice provided to decision-makers.

16. Please indicate which existing policies, programs and/or initiatives, (including those within your Program Alignment Architecture (PAA)), have potential gender and diversity impacts:

Most, if not all, of Justice's PAA have potential gender and diversity impacts. For example: The Department supports the government's international priorities related to justice - namely, the provision of policy advice in the development of Canada's international justice policies, the negotiation either through bilateral or multilateral fora of international norms, treaties and conventions, the development of legal cooperation programs as well as the provision of legal technical assistance to foreign countries seeking to reform their justice systems. As such, international justice reform projects aim to increase access to justice for all who use the justice system, but have the potential to have significant impact on vulnerable populations, including women, children, racialized minorities and the poor. The projects enhance efficiencies in the administration of justice in foreign countries, building capacity in Ministries of Justice, prosecution services and the court system. Wherever possible, specific emphasis is placed on the particular interests of vulnerable populations. For example, a manual, prepared by ILPS, and designed to standardize operations in a partner's prosecution service, contained chapters on Victims and Witnesses,

calling on prosecutors to ensure that specific protections are in place for victims of or witnesses to gender-based violence.

Through contribution and grant funding, Justice provides support to Canadians experiencing separation and divorce by facilitating effective delivery of programs and services, such as parent education, mediation, support enforcement and child support recalculation; and developing family law information and training resources. In this context, GBA+ would apply as DOJ collaborates with the RCMP to provide training, and develop further training, for police officers, Crown prosecutors and front line workers on "honour" based violence, underage and forced marriages, and female genital mutilation/cutting.

Through the Federal Victims Strategy (FVS), which is led by the Policy Centre for Victim Issues (PCVI), the Department seeks to advance culturally-responsive victim services and to increase knowledge about the needs of Indigenous victims of crime, particularly vulnerable Indigenous women. In addition to hosting a knowledge exchange on models of assistance for families of missing or murdered Indigenous women within a victims services framework, the FVS worked with federal, provincial and territorial colleagues to ensure the provision of services and assistance for family members participating in the pre-inquiry design sessions, held across Canada in January and February, 2016. The FVS also works with provinces, territories and community organizations to provide Indigenous - specific victim services, mostly accessed by women.

Lastly, Justice has a policy responsibility for the Canadian Human Rights Act, which provides an overarching legal framework for protecting women and other groups from discrimination and for promoting respect and inclusion in federally-regulated workplaces and service providers.

17. Please identify initiatives led by your organization during the annual reporting period that, through the application of GBA+:

- included gender and diversity considerations as part of the options, risks or mitigation strategies
- indicated that GBA+ was not relevant, or that the proposal was "neutral"

Initiatives include any policies, programs, services, regulations and legislation and are not limited to Memoranda to Cabinet and Treasury Board Submissions.

GBA+ was applied to all cabinet initiatives in fiscal year April 1, 2015 to March 31, 2016. Justice's Criminal Law Policy Section (CLPS) supported four crime bills and two funding initiatives. Two had a neutral impact on gender, 1 would have a differential impact on men and 2 would have a differential but positive impact on women.

CLPS also supported the cabinet process for 11 private members initiatives. Of the eleven, 5 were assessed as being gender neutral, 2 were assessed as having a differential impact on men, 2 would have a differential but positive impact on women, 1 would have a positive impact on Indigenous people, and 1 assessment was flagged to be provided within the context of a government initiative.

In the area of family justice, newcomers or individuals who identify as part of ethno cultural minority communities experiencing family violence, face many barriers to accessing services. The Family Violence Initiative has provided funding to community groups to improve access to services and to promote awareness of family violence within newcomer and ethno cultural minority communities. Issues addressed have included family violence in general and also specific forms of family violence such as "honour" based violence and underage and forced marriage that have a disproportionate impact on women and girls. DOJ co-chairs with Status of Women Canada, an interdepartmental working group on "honour" based violence, under age and forced marriage and

female genital mutilation/cutting. The Department also co-chairs with a provincial-territorial partner, a federal-provincial-territorial working group on under age and forced marriages.

18. Please highlight and describe one or more initiatives for which GBA+ resulted in a significant impact on the proposal. Detail at which stage of the process GBA+ was incorporated and describe the outcome. Examples may include policy, program, legislation, regulation, evaluation or operational initiatives which considered GBA+ factors in development and delivery.

In ILPS' project in the West Bank, a Canadian gender consultant was engaged to guide project activities, and a local gender specialist was embedded in the Office of the Attorney General (OAG). The OAG has now created two specialized units dealing with gender: a specialized prosecution unit focusing on "protecting family from violence" which takes on overall responsibility to investigate and litigate violence against women and children throughout the prosecution process and a Gender Unit that is responsible for enhancing the integration of gender at the Public Prosecution as an institution. This includes, amongst other things, integration of gender in the planning processes, infrastructure of the district offices, recruitment policies and procedures and in the work of human resources, data collection, and developing gender-sensitive budgets. In developing new facilities, gender concerns are taken into consideration.

The Human Rights Law Section supported the introduction of amendments to the Canadian Human Rights Act and Criminal Code to add "gender identity or expression" as prohibited grounds of discrimination, prohibited grounds of hate speech and an aggravating factor in sentencing where a crime was motivated by hatred on these grounds. Considerations of gender and diversity informed the whole initiative, including but not limited to the potential to impact the collection of gender and sex-disaggregated data (i.e. the need to continue to engage in such collection in an inclusive, non-discriminatory manner).

CLPS incorporated GBA lens in one particular initiative throughout the policy development and Cabinet and Parliamentary process. The initiative provided support to all Canadians but had a greater positive impact on women. Measures introduced with the legislative initiative included a focus on strategies, prevention, education and awareness of harms (unable to refer to title due to sensitivity).

19. Please highlight 2-3 initiatives from your Minister's mandate letter where GBA+ could be applied and monitored in the coming year.

The GBA Unit has already been consulted on a few initiatives that are currently underway in the Department and that are targeted as priorities for our Minister. Most notably, the Unit provided advice on the introduction of legislation to add gender identity as a prohibited ground for discrimination under the Canadian Human Rights Act, and in the preparation of a response to the Supreme Court of Canada decision regarding physician-assisted death.

20. Please highlight anything else you would like to tell us about the progress of GBA+ implementation in your organization.

Justice Canada recognizes that for certain policy areas (e.g., Indigenous justice) gender is not always the most important factor contributing to inequality or differential impacts. Through the use of GBA+, our Department is able to identify other intersecting identity factors such as race/ethnicity, class and disability, which can affect both women and men, should also be considered when designing programs and services. In other policy areas such as family justice, consideration of gender issues permeate all aspects of our Department's work. For example, in addressing family violence, consideration of the intersecting impacts that gender and diversity have on vulnerability to violence at the hands of family members and intimate partners, as well as aiming to identify and remove gender and diversity based barriers that may impede victims of this violence from accessing justice and support, are key to delivering effective policy responses.

These examples as well as others mentioned throughout our survey responses, demonstrate the importance of taking a balanced approach in examining gender considerations.

In the year ahead, the GBA Unit will focus on a few key initiatives, including updating the Department's 1997 Gender Equality Policy to better reflect the notion of GBA+ and modernize the language, where appropriate; exploring the development of new GBA+ specific tools to support Justice counsel who work in Departmental Legal Services Units providing legal advice and services to client departments and those who work in Litigation Sections representing the Attorney General of Canada in litigation matters; and, including GBA+ materials in orientation packages for new employees.

Through these efforts and others that are underway, Justice will continue to build on its successes in strengthening organizational capacity to implement GBA+ in all areas of work.

Thank you!



Status of Women Canada, Privy Council Office and Treasury Board of Canada Secretariat Action Plan (2016-2020)
Audit of Gender-based Analysis
Fall 2015 Report of the Auditor General of Canada

General Comment

The Government of Canada is committed to supporting the full implementation of Gender-based analysis (GBA) across federal departments and agencies. GBA helps to ensure that the development of policies, programs and legislation includes the consideration of differential impacts on diverse groups of women and men. In 2015, the Government renewed its commitment to GBA, including by mandating the Minister of Status of Women to, as an overarching goal, ensure government policy, legislation, and regulations are sensitive to the different impacts that decisions can have on men and women.

The Fall 2015 Report of the Auditor General of Canada, "Implementing Gender-based Analysis," released in February 2016, pointed to the need to do more to fully implement GBA as a rigorous practice across government. It recommended that Status of Women Canada (SWC), the Privy Council Office (PCO) and the Treasury Board of Canada Secretariat (TBS) work with all federal departments and agencies to identify the barriers to implementing GBA, and to periodically assess and report on progress. It further recommended that SWC assess the resources it needs to deliver on its GBA mandate.

SWC, PCO and TBS are committing to work together, and with other federal departments and agencies, to respond to the three recommendations of the Auditor General Report. The actions outlined below detail the specific activities SWC, PCO and TBS will undertake in response to the gaps identified by the Auditor General, building on progress and lessons learned.

RESPONSE	ACTION PLAN	TARGET DATE
Recommendation 1.61 The Privy Council Office, Status of Women Canada, and the Treasury Board of Canada Secretariat, to the extent of their respective mandates and working with all federal departments and agencies, should take concrete actions to identify and address barriers that prevent the systematic conduct of rigorous gender-based analysis. Such actions should address barriers that prevent departments and agencies from taking gender-based analysis into consideration during the development, renewal, and assessment of policy, legislative, and program initiatives, so that they can inform decision makers about existing or potential gender considerations in their initiatives.		
Response from Status of Women Canada to Recommendation 1.61 Agree. SWC will continue to develop and deliver GBA tools and training, enhancing the use of a “cluster” approach to engage groups of like-minded departments to ensure appropriate information and tools are available to all sectors and functional communities. SWC will increase the accessibility of tools and resources through a revision and re-launch of the GBA+ GCpedia page in 2016.	<p>In 2016, SWC will work with PCO and TBS to better identify and analyze barriers to GBA+ implementation. This will involve consulting with other federal departments and agencies, including at the Deputy-level, on the barriers preventing the consistent and thorough consideration of GBA+ within government initiatives.</p> <p>SWC will also work with PCO, TBS and other federal government departments and agencies to mitigate known barriers by enhancing GBA+ tools, training, resources and networks. Activities will include:</p> <ul style="list-style-type: none"> • Expanding GBA+ training for major sectors and functional communities (including by working with TBS to develop guidance tools for evaluators) • Developing a suite of GBA+ products to assist departments and agencies in developing and delivering internal, tailored GBA+ training • Updating and creating new interactive online GBA+ training resources on the SWC website, including by creating new case studies for diverse federal sectors and aligning the content of the GBA+ online course for inclusion in the Canada School of Public Service’s policy training suite 	<p>Summer 2016</p> <p>Ongoing</p> <p>Spring 2017</p> <p>Fall 2017 and ongoing</p>



Status of Women Canada, Privy Council Office and Treasury Board of Canada Secretariat Action Plan (2016-2020)
Audit of Gender-based Analysis
Fall 2015 Report of the Auditor General of Canada

RESPONSE	ACTION PLAN	TARGET DATE
<p>SWC will build on the GBA Champions network, established in 2015, to increase senior management awareness, promote collaboration and the sharing of best practices and ensure buy-in for the sustainable implementation of GBA+.</p> <p>SWC will continue to build and strengthen the Interdepartmental Committee on GBA+ as a main forum of information-sharing on GBA+ implementation and activities, including sharing of best practices and strategies, and the establishment of networks of collaboration.</p> <p>SWC will increase awareness amongst federal officials of the use of GBA+ in federal initiatives, through events and promotional activities, an annual GBA+ Awareness week and leveraging other federal opportunities to mainstream GBA+.</p>	<p>SWC, PCO and TBS will support and create new forums for networking and collaboration on GBA+, including among senior leaders. These include:</p> <ul style="list-style-type: none"> • A Steering Committee of senior officials from SWC, PCO and TBS which will meet semi-annually to review progress and lessons learned, and determine priorities • The GBA+ Champions network which meets annually as a forum for networking, sharing of best practices and the development of collaborative action among senior leaders • The Interdepartmental Committee on GBA+, chaired by SWC and involving a broad range of departments, which meets quarterly to share best practices and strategies for GBA+ implementation • New sector-specific GBA+ networks in priority areas (for example, the GBA+ Security Network). 	<p>Fall 2016</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>



Status of Women Canada, Privy Council Office and Treasury Board of Canada Secretariat Action Plan (2016-2020)
Audit of Gender-based Analysis
Fall 2015 Report of the Auditor General of Canada

RESPONSE	ACTION PLAN	TARGET DATE
<p>Response from the Privy Council Office to Recommendation 1.61</p> <p>Agree.</p> <p>PCO will continue to require that departments and agencies consider the application of GBA+, as appropriate, in the development of Memoranda to Cabinet (MCs) and will continue to challenge departments on their use of GBA through the normal policy development process.</p> <p>To further build the capacity of PCO analysts to ensure that GBA+ considerations are taken into account, when appropriate, in the development of departmental proposals (i.e. MCs), PCO will make the on-line GBA+ training provided through Status of Women Canada mandatory for PCO analysts who are responsible for playing a challenge function and providing advice on policy, program, and legislative initiatives.</p> <p>PCO will also work to develop and implement a policy considerations checklist to accompany the submission of MCs. This tool will guide departments and agencies in</p>	<p>PCO is updating its guidance for development of Memoranda to Cabinet (MC) to include more specific direction on GBA and to link to Status of Women GBA+ tools.</p> <p>Over one-third of positions at PCO have been identified for mandatory GBA+ training, given their role in providing advice on policy, program and legislative initiatives. This training will also be mandatory for all PCO Executives (EX-01 – EX-05). Promotion and tracking of this training will be integrated with the employee performance management cycle. PCO has set a target to achieve and sustain a 90% rate of completion of this training by the end of September 2016.</p> <p>PCO will implement a policy considerations checklist as a mandatory component of MC development. With respect to GBA+, the aim will be to verify GBA+ earlier in the MC development process to ensure that there is time to address any concerns about rigour or capacity before an MC is</p>	<p>Fall 2016</p> <p>Fall 2016</p> <p>Fall 2016</p>



Status of Women Canada, Privy Council Office and Treasury Board of Canada Secretariat Action Plan (2016-2020)
Audit of Gender-based Analysis
Fall 2015 Report of the Auditor General of Canada

RESPONSE	ACTION PLAN	TARGET DATE
<p>ensuring that proposed initiatives consider GBA+, as appropriate. A particular emphasis will be placed on ensuring that appropriate questions are considered when determining whether or not a full GBA+ is required, and a rationale is included in those cases where GBA+ is not conducted. This tool may also be used to ensure that other existing policies, acts, directives and considerations that are part of normal policy development process are appropriately considered in MC development.</p>	<p>finalized, as well as to engage other departments (e.g., SWC) as appropriate. It is envisioned that this checklist will require sign-off by Senior Management, which will increase the visibility of and accountability for GBA+. The use of this tool to help guide the policy development process will enable a more thorough, evidence-based analysis of gender considerations to inform MC development and Ministerial decision-making.</p>	
<p>Response from the Treasury Board Secretariat to Recommendation 1.61</p> <p>Agree.</p> <p>The Treasury Board of Canada Secretariat (the Secretariat) periodically undertakes in-depth reviews of Treasury Board policy instruments. The Secretariat will maintain its internal guidance that gender-based analysis (GBA) considerations should be taken into account, as appropriate, when developing and reviewing Treasury Board policy instruments.</p>	<p>TBS published guidance in 2014 to outline its expectations for departments and agencies to provide clear evidence in TB Submissions that gender-based considerations have been taken into account, as outlined in the Secretariat's "<i>Detailed Guidance for Writers</i>" in writing Treasury Board Submissions. This <i>Detailed Guidance</i>, which includes links to Status of Women GBA+ tools, is periodically reviewed.</p> <p>During its periodic review of this guidance document, the Secretariat will undertake consultations to identify and address any barriers preventing departments and agencies from ensuring that gender-related considerations are reflected in TB Submissions.</p>	<p>Ongoing</p> <p>2016 and ongoing</p>



Status of Women Canada, Privy Council Office and Treasury Board of Canada Secretariat Action Plan (2016-2020)
Audit of Gender-based Analysis
Fall 2015 Report of the Auditor General of Canada

RESPONSE	ACTION PLAN	TARGET DATE
<p>As evaluation is one means of assessing program initiatives, the Secretariat will also support Status of Women Canada (SWC) by providing input to the development of guidance for evaluators on GBA and by assisting the dissemination of completed guidance to departmental evaluation functions through the Secretariat's established channels within six months of the completion of the guidance.</p>	<p>TBS will continue to review and update the GBA+ training it provides to Program Analysts and Program Executive Directors on an annual basis. This training will also be extended to policy writers and regulatory analysts by the end of 2016. TBS will also provide TB Ministers with an orientation on GBA+ and the value that findings from gender-based analysis add to inform their decision-making on TB Submissions.</p>	<p>2016 and ongoing</p>
	<p>TBS will also continue to use its proposal considerations checklist, which includes gender considerations, as part of its challenge function and advice in support of the TB decision-making process. This checklist will be adapted and tailored for use by TBS policy writers as well as regulatory analysts beginning in 2017.</p>	<p>2016</p>
	<p>TBS will consult with SWC during the interdepartmental consultations for new and amended TB policy instruments, as well as discuss gender-related considerations at TBS senior management committee meetings.</p>	<p>Spring 2016 and ongoing</p>
	<p>The Secretariat will assist SWC to develop its guidance documents to ensure that evaluators are informed about gender considerations when evaluating federal programs.</p>	<p>Ongoing</p>
	<p>The Secretariat will disseminate this guidance to the federal evaluation community across government through GCconnex or other policy forums; interdepartmental meetings of heads of evaluation; and presentation(s) to federal evaluators, where possible.</p>	<p>Winter 2017/18</p>



Status of Women Canada, Privy Council Office and Treasury Board of Canada Secretariat Action Plan (2016-2020)
Audit of Gender-based Analysis
Fall 2015 Report of the Auditor General of Canada

RESPONSE	ACTION PLAN	TARGET DATE
When developing Treasury Board policy instruments related to program evaluation, the Secretariat will examine options to help departments and agencies consider government-wide policy considerations, such as GBA, when assessing the performance of federal programs	As part of its review of the <i>Standard on Evaluation for the Government of Canada</i> , the Secretariat will specify that departments are to consider government-wide policy considerations such as GBA+, when assessing the performance of federal programs.	Spring 2017
Recommendation 1.62 Status of Women Canada, with the support of the Privy Council Office and the Treasury Board of Canada Secretariat, to the extent of their respective mandates, should periodically assess and report on the implementation of gender-based analyses in federal departments and agencies and their impacts on policy, legislative, and program initiatives.		
Response from Status of Women Canada to Recommendation 1.62 Agree. SWC will explore new ways to gather additional information about GBA capacity and GBA application across government. SWC, in collaboration with TBS and PCO, will report on a regular basis on the status of GBA implementation across government based on information gathered in annual GBA progress reports from Deputies. SWC will continue to monitor participation in the GBA online course and will share this	SWC, PCO and TBS will develop and implement a more robust framework to monitor progress on GBA capacity and implementation across government, as well as identify GBA+ informed outcomes and results. This will be done in part by: <ul style="list-style-type: none"> collecting information from departments and agencies on GBA implementation via a detailed <i>GBA+ Survey</i> to all Deputies on an annual basis working with other government departments to explore development of gender equality indicators in key areas, in order to track progress developing a “GBA+ dashboard” to track progress in departments in key areas 	2016 and ongoing Spring 2016 and ongoing Fall to winter 2016/17 Summer 2016 and ongoing



Status of Women Canada, Privy Council Office and Treasury Board of Canada Secretariat Action Plan (2016-2020)
Audit of Gender-based Analysis
Fall 2015 Report of the Auditor General of Canada

RESPONSE	ACTION PLAN	TARGET DATE
<p>information with OGDs on a regular basis.</p> <p>SWC will prepare, in collaboration with PCO and TBS, a 5 year GBA progress report in 2020, including lessons learned and strategic directions moving forward.</p>	<ul style="list-style-type: none"> identifying new ways to periodically report on the implementation of GBA+ across government, including lessons learned, sharing of best practices and strategic directions moving forward. <p>SWC, PCO and TBS will also work together to play a more proactive role in ensuring GBA is applied in Cabinet submissions, including those related to key government priorities.</p>	<p>Winter – 2016/17 and ongoing</p> <p>Summer 2016 and ongoing</p>
<p>Privy Council Office Response to Recommendation 1.62</p> <p>Agree</p> <p>PCO will support SWC in identifying those departments and agencies that are performing well in relation to GBA+, as well as those for whom further support or training may be required.</p> <p>PCO will assist SWC in identifying examples where GBA+ has impacted the outcomes of policies, programs and legislation, which may provide informative case studies and lessons learned. This work will be facilitated by greater awareness of GBA+ considerations developed through training, as well as the policy considerations checklist which will assist in tracking the conduct of GBA+ by departments and agencies.</p>	<p>The GBA Champion and the analyst responsible for GBA+ will continue to consult with colleagues in policy groups to promote and provide advice on GBA+, as well as to identify initiatives which may provide valuable case studies on the impact of GBA+.</p> <p>PCO will explore the use of the policy considerations checklist to systematically track the consideration of GBA+ in the development of MCs to support decision-making. PCO will also explore options to include GBA+ and gender considerations more broadly in other monitoring processes that may be developed.</p>	<p>Ongoing</p> <p>Ongoing</p>



Status of Women Canada, Privy Council Office and Treasury Board of Canada Secretariat Action Plan (2016-2020)
Audit of Gender-based Analysis
Fall 2015 Report of the Auditor General of Canada

RESPONSE	ACTION PLAN	TARGET DATE
<p>Response from Treasury Board Secretariat to Recommendation 1.62</p> <p>Agree.</p> <p>As part of its challenge function with departments and agencies to incorporate gender considerations (where appropriate) into the design of policies, programs, initiatives, and services, the Treasury Board of Canada Secretariat will, by fall 2017, conduct a review of relevant Treasury Board submissions to assess and report on how gender-based analysis (GBA) is being considered in various policy or program proposals from federal departments and agencies, according to the guidance and tools available for preparing a submission.</p>	<p>In assessing progress of departments and agencies in considering gender, the Secretariat will track relevant data in TB Submissions to identify and address barriers to the effective use of GBA+ to achieve better program, policy and service outcomes, as well as to develop and share lessons learned to strengthen the TBS challenge function in the future.</p> <p>Specifically, by Fall 2017, the Secretariat will assess and report on how GBA+ was considered in Submissions presented to TB over the period of September 2016 to June 2017, by tracking the following factors for each Submission:</p> <ul style="list-style-type: none"> • If GBA+ was required, was it conducted? • If GBA+ was conducted, were results of the GBA+ or specific gender considerations incorporated into the design of the policy/program/initiative/service? • If GBA+ was not conducted: <ul style="list-style-type: none"> ○ Were gender issues identified and/or partially taken into account to improve the program, or were any follow-up measures put in place to track gender implications over time? ○ Were barriers identified that prevented the completion of a GBA+? <p>Based on the findings from this review, lessons learned and recommendations will be developed and shared with SWC in late 2017. The findings will identify departments and agencies that are effectively</p>	<p>Fall 2016</p> <p>Fall 2017</p> <p>Winter 2017/18</p>



Status of Women Canada, Privy Council Office and Treasury Board of Canada Secretariat Action Plan (2016-2020)
Audit of Gender-based Analysis
Fall 2015 Report of the Auditor General of Canada

RESPONSE	ACTION PLAN	TARGET DATE
<p>Beginning in 2017, the Secretariat will also monitor progress on the integration of GBA for targeted regulatory submissions.</p>	<p>incorporating gender considerations in policies, programs and initiatives being presented to TB, as well as those departments and agencies requiring additional support.</p> <p>Beginning in 2017, the Secretariat will also assess and report on how GBA+ is being considered in Governor in Council Regulatory Submissions by tracking each Submission. The Secretariat will review the data and share lessons learned as part of its overall commitment to strengthen its challenge function.</p> <p>The Secretariat will also take action to better integrate GBA+ in the life-cycle of the federal regulatory development process. This involves:</p> <ul style="list-style-type: none"> • Working towards integrating GBA+ in the first step of the regulatory process, that is, the initial assessment of the level of impact of a regulatory proposal • Revising guidance documents for federal departments and agencies on the development of the Regulatory Impact Analysis Statement (RIAS), a public document published in the Canada Gazette, along with the legal text of a regulatory proposal • Conducting training for analysts on GBA+, specifically on how to conduct GBA on applicable Regulatory Submissions, such as those relating to social security (pensions, employment insurance), financial assistance (student loans), citizenship, refugees, immigration, veterans benefits, labour, criminal justice, etc. 	<p>2017 and ongoing</p>
<p>A relevant deputy-minister-level committee will be engaged on the status of GBA to discuss government-wide implementation of</p>	<p>The Secretary of the Treasury Board leads the Public Service Management Advisory Committee (PSMAC), which consists of 43 deputy-level members of federal departments. The Secretariat will allocate time in early</p>	<p>2017 and ongoing annually</p>



Status of Women Canada, Privy Council Office and Treasury Board of Canada Secretariat Action Plan (2016-2020)
Audit of Gender-based Analysis
Fall 2015 Report of the Auditor General of Canada

RESPONSE	ACTION PLAN	TARGET DATE
GBA and its impacts on policy, legislative, and program initiatives.	2017, and then on an annual basis, for the Head of Status of Women Canada to engage PSMAC on the status of government-wide implementation of GBA+ and its impacts on legislative, policy, and program initiatives.	
Recommendation 1.63 Status of Women Canada should assess the resources it needs to deliver its gender-based analysis mandate and assign sufficient resources to its periodic assessments of and reporting on gender-based analysis.		
<p>Response from Status of Women Canada to Recommendation 1.63</p> <p>Agrec.</p> <p>SWC will determine the resources required to effectively deliver the Government of Canada's GBA mandate and identify potential sources of funds.</p>	<p>SWC, in collaboration with PCO and TBS, has developed a Strategic Plan to outline what activities and resources are required to effectively deliver on the Government of Canada's GBA mandate. This includes developing an implementation plan for the new funds allocated to SWC as part of Budget 2016 to strengthen GBA capacity at SWC to support the more consistent application of GBA across government.</p> <p>SWC plans to focus resources on:</p> <ul style="list-style-type: none"> • building GBA+ capacity across government including by increasing online and other training and tools for additional government sectors and functional communities • intervening strategically to provide gender advice to inform the development of key government initiatives • working closely with other government departments to enhance the availability of gender-disaggregated data and gender-based research in priority areas, and developing gender equality indicators in key areas in order to track progress • monitoring and reporting on progress. 	2016 and ongoing